



# *Crag Stewards Victoria*



**RECONCILIATION  
ACTION PLAN**

**REFLECT**

April 2021 - April 2022

## Acknowledgement of Country

Crag Stewards Victoria acknowledges and pays respect to the past, present and future Traditional Custodians and Elders of the land on which we meet and recreate.

### Artwork by Hollie Hicks

About the Artist: A fifteen-year-old proud Celtic Yorta Yorta Woman

The Design: Inspired by Dyuritte where I lived for 12 months. It represents the mountains and the communities and people who love and care for it

Ethos: To embrace both sides of my family, to learn and grow to be the best version of myself and to walk in a world we can all walk side by side into a better future.



*Hollie preparing for a School Culture Day celebration*



## Our Business

Crag Stewards Victoria (CSV) aims to preserve our natural climbing environment in Victoria by improving the level of care and maintenance at all Victorian climbing sites. To achieve this, the organisation will pursue four avenues of action:

1. Educate crag users in low impact climbing practices, etiquette and behaviour.
2. Monitor and record the impact of crag use by conducting structured environmental, heritage and safety assessments of popular climbing sites.
3. Actively support understanding and respect for Aboriginal and Torres Strait Islander cultures and support reconciliation through education, awareness and inclusion.
4. With the support of Parks Victoria and Traditional Owners, coordinate care, maintenance and improvement projects in response to concerns raised by assessments or at the request of Land Managers.

CSV has appointed 10 stewards to date and aims to appoint a further 20 stewards in its first year of operation. Stewards are volunteers who must apply and be appointed to positions then complete a structured training program. Over time we expect this number will increase to 100-150. The organisation will be led by a leadership team of 6 with a similar number of administrative supporters as well as a team of registered volunteers.

CSV is in the process of formation and it is unclear how many self-identified Aboriginal and Torres Strait Islander stewards we will have at start-up. Our application and appointment process seek to gather this information. It is clear that Aboriginal and Torres Strait Islander involvement in our stewardship team, leadership and support team will be an important success factor for our organisation and we will be assessing strategies for attracting as much involvement as possible.

As our name suggests, we are focused on covering climbing locations across Victoria. However, this model of cultural and environmental care within the climbing community is new in Australia and may eventually expand to other regions in Australia. The leadership team is made up of people located in different parts of the state and operates without a formal office.

*“Crag Stewards Victoria welcomes the opportunity to support reconciliation by starting on its own path of building meaningful relationships with Aboriginal and Torres Strait Islander communities based on respect and understanding of Aboriginal and Torres Strait Islander cultures. This RAP provides us with the framework for supporting our first steps”*

Steven Wilson,  
Steward Coordinator.



## Our Rap

For many years, the rock-climbing community in Victoria have been largely unaware of the rich cultural heritage that is present at, near or surrounding many of the places they climb. As this has become apparent over the last few years, it has amplified the need for our community to learn about and better understand Aboriginal and Torres Strait Islander cultures and, then, understand how our community should act to support and respect that heritage while continuing to pursue our passion.

Our first step is to engage with Aboriginal and Torres Strait Islander peoples of Victoria. A RAP provides our organisation with the structure to do this in a respectful, meaningful way that we hope provides opportunities that are consistent with the pillars of reconciliation.

RAP actions will form a major part of our activities and will be championed by the Chair of CSV Board, Martin Jackson. The implementation of the plan will be driven by the RAP Working Group (RWG), initially comprising the Steward Coordinator, Chair and Secretary of CSV; Steven Wilson, Martin Jackson and Leanne Lindorff.

Photo: Climbers at Mt. Buffalo (S.Toal)





# RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	<ul style="list-style-type: none"> <li>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</li> <li>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	June, 2021	Steward Coordinator
		June, 2021	RWG Chair
2. Build relationships through celebrating Nation Reconciliation Week (NRW)	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff.</li> <li>RAP Working Group members to participate in an external NRW event.</li> <li>Encourage and support staff and senior leaders to participate in at least one external event to recognize and celebrate NRW</li> </ul>	April, 2021	RWG Secretary
		27 May- 3 June, 2021	RWG Chair
		27 May- 3 June, 2021	RWG Chair
3. Promote reconciliation through our sphere of influence	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation to all staff.</li> <li>Identify external stakeholders that our organisation can engage with on our reconciliation journey.</li> <li>Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</li> <li>Support and celebrate Aboriginal and Torres Strait Islander partnerships through website activities and CSV events</li> </ul>	April, 2021	Steward Coordinator
		December, 2021	Steward Coordinator
		June, 2021	RWG Chair
		December, 2021	RWG Secretary
4. Promote positive race relations through anti-discrimination strategies	<ul style="list-style-type: none"> <li>Research best practice and policies in areas of race relations and anti-discrimination.</li> </ul>	December, 2021	RWG Secretary



Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> <li>Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</li> <li>Conduct a review of cultural learning needs within our organisation.</li> </ul>	April, 2021	RWG Chair
		June, 2021	RWG Chair
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> <li>Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation’s operational area.</li> <li>Increase staff’s understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>	June, 2021	Steward Coordinator
		June, 2021	Steward Coordinator
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> <li>Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.</li> <li>Introduce our staff to NAIDOC Week by promoting external events in our local area.</li> <li>RAP Working Group to participate in an external NAIDOC Week event.</li> </ul>	June, 2021	RWG Secretary
		June, 2021	RWG Secretary
		First week in July, 2021	RWG Secretary
8. Protect locations of cultural significance	<ul style="list-style-type: none"> <li>Identify locations of cultural significance in our Crag Assessments and establish protective mechanisms.</li> <li>Promote understanding of and respect for cultural heritage sites on the website and at the crag</li> </ul>	June, 2021	Steward Coordinator
			Steward Coordinator



## OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"><li>▪ Develop a plan to attract Aboriginal and Torres Strait Islander participation within our organisation.</li><li>▪ Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li></ul>	June, 2021	RWG Chair
		June, 2021	RWG Chair
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"><li>▪ Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</li><li>▪ Investigate Supply Nation membership</li></ul>	December, 2021	RWG Secretary
		December, 2021	RWG Secretary



# GOVERNANCE

Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> <li>Form a RWG to govern RAP</li> <li>Draft a Terms of Reference for the RWG. implementation</li> <li>Establish Aboriginal and Torres Strait Islander representation on the RWG..</li> </ul>	<p>April 2021</p> <p>April 2021</p> <p>December 2021</p>	<p>CSV Chair</p> <p>RWG Chair</p> <p>CSV Chair</p>
12. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> <li>Engage senior leaders in the delivery of RAP commitments</li> <li>Define appropriate systems and capability to track, measure and report on RAP commitments.</li> </ul>	<p>April 2021</p> <p>April 2021</p> <p>April 2021</p>	<p>RWG Chair</p> <p>CSV Chair</p> <p>RWG Secretary</p>
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	30 September, 2021	RWG Secretary
14. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.</li> </ul>	March 2022	RWG Secretary

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